



the PRESIDENT'S MESSAGE

Whose Side are They On?

"We must accept finite disappointment, but never lose infinite hope."

-Dr. Martin Luther King, Jr.

Dr. King's words offer some comfort following a year of significant disappointment for working people with the performance of our elected leaders in Washington.

One year ago, we were filled with enthusiasm and such high expectations following an historic election in which millions of working men and women took control of the political process by knocking on doors, talking to their co-workers, making phone calls to their neighbors and going to the polls.

Our hard work and determination put in place new political leadership that was supposed to take on the powerful business interests that wrecked our economy and destroyed the jobs of so many of our fellow citizens.

We were told that the expanded Democratic majority in the House of Representatives and the 60-vote Democratic majority in the Senate (that would finally come with the seating of Senator Al Franken of Minnesota eight months after Election Day) would usher in a new era of government policy benefiting working families instead of the big bankers, health insurance and pharmaceutical companies and Wall Street tycoons who had a free run in Washington for eight years.

We were certain that our country would finally join the rest of the industrialized world by providing all of our citizens with quality, affordable health care and workers with the legitimate opportunity to form a union in their workplace if they so choose.

One year later, both of these critical initiatives remain unfinished business.

We have to ask ourselves, how is it that the Democrats, with a veto-proof majority in the Senate and the largest margin in the House in decades, could not send pro-worker legislation to a popular new Democratic president for his signature.

How is it that the Republicans, with the slimmest of numbers, were able to control the policy agenda of the Congress for an entire year?

Over the past year, we found out that the congressional Republicans would always put partisan politics before the good of the country by saying "NO" to every single bill that would've helped working people.

We learned that the powerful corporate interests and their lobbyists in Washington still maintain a stranglehold over Congress.

We found out as well that the 60-vote margin in the Senate was not what we expected it would be because too many Democrats are controlled by the same corporate money and power as are all of the Republicans.

The result was a Senate health care reform plan that would give the insurance industry 30 million new customers and countless more billions of dollars in profits without requiring anything in return; would provide no controls on skyrocketing health care costs; would continue the free ride by NOT requiring ALL employers to provide their employees with health insurance and, worst of all, would tax our members' health benefits.

The result was NO action on the Employee Free Choice Act for which this Union and the entire labor movement have devoted an enormous amount of time, energy and resources for the past three years.

Our goals are clear and consistent. Working people and organized labor want political leaders to advance bold policies that help create millions of new jobs with good wages and strong benefits right here in this country.

We want true health care reform that provides quality, affordable health care for all Americans and doesn't tax workers' health benefits.

We want them to pass effective labor law reform NOW so that workers have a fair shot at joining a union.

And we want them to put controls in place so that the despicable greed of the people who run the nation's financial institutions can never again bring the economy to its knees and destroy the jobs and dreams of millions of hard-working Americans.

In short, we want a government that stands up for working families and not the powerful, unpatriotic bosses of multinational corporations whose allegiance is not to America, but only to their own financial well-being.

A year ago, we thought our country had finally gotten on the right road for working people. After a year of bitter disappointment, we will find out if this was just a temporary detour or if we need to continue to remove more anti-worker politicians until we get it right.

When the truth emerges, we will deal with these politicians accordingly at the polls in November.

In his State of the Union address a few weeks ago, President Obama offered a lot of encouragement and showed strong resolve that the promise of a year ago could still be achieved. Nothing he said provided more hope than when he closed by declaring, "I don't quit."

To the President and Congress, I say, neither does the BCTGM nor the American labor movement! Let's get back on the road to recovery, jobs and prosperity for all of our citizens.

Frank Hurt

BCTGM International President





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Middle Class Task Force Addresses Child Care, College Costs, Retirement Security

The White House Task
Force on the Middle
Class has announced
several initiatives
it says will help
middle-class families
afford soaring child
care costs, care for
their aging relatives,
cope with the challenge of
saving for retirement and pay for
their children's college tuition.

President Obama says
the measures will help
"ease the burdens on
middle-class families
who are struggling
in this economy, and
provide the help they
need to get ahead."
The White House says

the President will discuss these and other vital middle-class issues, including job creation and with these challenges," notes Biden.

The initiatives include:

- Nearly doubling the Child and Dependent Care Tax Credit for middle-class families making under \$85,000 a year and a \$1.6 billion increase in child care funding for families struggling to enter the middle class.
- Limiting a student's federal loan payments to 10 percent

of his or her income above a basic living allowance.

Creating a system of automatic workplace IRAs, requiring all employers to give the option for employees to enroll in a direct-deposit

 Expanding tax credits to match retirement savings and enacting new safeguards to protect retirement savings.

IRA.

 Expanding support for families balancing work with caring for elderly relatives.

The Task Force has given working families and union leaders the opportunity to outline their concerns and offer

recommendations on ways to make the economy work

for working families.

for working families.
Submit your
comments,
experiences and
suggestions to the
Taskforce: www.
whitehouse.gov/
strongmiddleclass

"We must begin to reverse the declines middle-class families ...have seen for over a decade: working harder for less; college becoming more unaffordable, health care costs skyrocketing; home values plummeting; and retirement savings dwindling and becoming less secure."

In a fact sheet detailing the initiatives, the Task Force, which is

led by Vice President Joe
Biden notes, "As we
make our way out of
this deep recession,
the most important
thing we can do
for the middle
class is strengthen
the economy and
help the private sector
create jobs as quickly

as possible. We also must begin to reverse the declines middle-class families saw not just these past few years, but have seen for over a decade: working harder for less; college becoming more unaffordable, health care costs skyrocketing; home values plummeting; and retirement savings dwindling and becoming less secure."

health care in his State of the Union address.

The Task Force chairman, Vice President Ioe Biden.

says the initiatives were developed after a series of meetings during the past year with working families around the country and at the White House.

"Every day, middleclass families go to work and help make this country

great. For a year, our Task Force has been hearing that they are struggling with soaring costs and squeezed family budgets. These common sense initiatives will help these families cope

n his State of the Union message on January 27, President Obama's call to make jobs his No. 1 priority is the right message, says AFL-CIO President Richard Trumka. As President Obama said, "Jobs must be our number one focus in 2010, and that is why I am calling for a new jobs bill tonight."

President Obama called for small business tax breaks to encourage hiring and infrastructure spending. He urged

passage of tax incentives for larger business to keep and create jobs in the United States, and an end to tax breaks for companies that ship jobs overseas. He also proposed taking \$30 billion of the money Wall Street banks have repaid and use it to help community banks give small businesses the credit they need to stay afloat—a proposal similar to one in the AFL-CIO jobs initiative.

"We must act on a scale that will be meaningful: We need more than 10 million jobs just to get out of the hole we're in," Trumka said. "We want health care fixed. We want our leaders to break the stranglehold of Wall Street and the big banks and make them pay to repair the economic damage they created," he added.

President Obama praised the House for passing a jobs bill last month and urged the Senate to do the same. And as lawmakers on Capitol Hill have slowed reform of health care, Obama urged Congress not to walk away from reform.

He also pointed to how the steps his Administration has taken have alleviated the economic suffering of working people. Steps that included the American Recovery and Reinvestment Act, which has ensured that two million Americans are working right now who would otherwise be unemployed. The act is on track to add another one and a half million jobs to this total by the end of the year. All this was done while cutting taxes for working Americans, Obama said.

TRUMKA:

Obama is Right
to Make

Jobs Top
Priority

angry
was r

"We cut taxes for 95 percent of working families. We cut taxes for small businesses. We cut taxes for first-time homebuyers. We cut taxes for parents trying to care for their children. We cut taxes for eight million Americans paying for college," stated Obama.

Saying that America's workers are frustrated and angry, Trumka said, "the President was right to call out Republicans for obstructing change and putting politics ahead of progress."

The AFL-CIO's five-point plan to create jobs immediately would begin to put people back to work and ease the economic hardships on Main Street's working families who, unlike Wall Street bankers and brokers, have borne the brunt of the economy's meltdown. The plan, which Trumka says will soon be expanded, includes:

- Extending unemployment insurance for the longterm, along with expanding food stamp assistance, and health care benefits (COBRA) for unemployed workers and their families through COBRA.
- Rebuilding the nation's crumbling infrastructure.
- Increasing aid to state and local governments to maintain vital services and jobs.
- Funding jobs in neglected communities.
- Using left over bank bailout funds to get credit moving to small Main Street businesses.

"Labor will continue to be an independent voice for middle class Americans and fight for the change working families need—and we are ready to do more. This is the time for a broad movement of Americans demanding jobs and an economy that works for all, and we're ready to put our energy and leadership into building that movement—taking the fight to the doorstep of the banks that are exploiting struggling homeowners, of corporations that are running away from communities and of lawmakers who choose to back them up," concluded Trumka.

"We need more than **10 million jobs**

just to get out of the hole we're in."

Unions Help Make Family-Friendly Workplaces

When it comes to protecting workers' ability to care for their families, union membership is a big boost, a study confirms.

"Family-Friendly Workplaces: Do Unions Make a Difference?" was written by Jenifer MacGillvary of the Labor Center at the University of California-Berkeley and Netsy Firestein of the Labor Family-Friendly

Workplaces:

Project for Working Families. Examining issues of work-life balance, paid leave and health benefits, MacGillvary and Firestein conclude:

Many (perhaps most) American workers find their "work-life to be out of balance." Yet as has been the case with virtually all other aspects of employment, labor unions are leading the way in setting new standards. Unionized workers receive more generous family-friendly benefits than their nonunionized counterparts.

Here are a few of the report's key findings:

- Unions promote compliance with the Family and Medical Leave Act. Union members are more likely to have heard of the Family and Medical Leave Act, have fewer worries about taking leave and are more likely to receive fully paid and partially paid leaves.
- · Comparing hourly workers who take family and medical leave, 46 percent of unionized workers receive full pay while on leave compared to 29 percent of nonunionized workers.
- Unionized workers are 1.3 times as likely as nonunionized workers to be allowed to use their own sick time to care for a sick child, and they are

50 percent more likely than nonunionized workers to have paid personal leave that can be used to care for sick children.

• Companies with 30 percent or more unionized workers are five times as likely as companies with

no unionized workers to pay the entire family health insurance premium. Even when unionized employees are required to pay part of their family insurance premium, they pay a much lower share of the premium than do nonunionized

MacGillvary and Firestein also note union members are more likely to have access to resources like child care referrals, education

need health coverage that protects

assistance, vacation days and wellness programs.

To ensure healthy families and communities. workers need the benefit of family-friendly policies in the workplace. They need the basic ability to take days off in case they or a loved one are sick. They

their families in an affordable manner. And they need to know about, and be able to exercise, their rights under the Family and Medical Leave Act. For all these reasons, workers need the freedom to form a union and bargain for a better life.

You can download the "Family-Friendly Workplaces" report: www.working-families.org/ organize/pdf/familyfriendly09.pdf

Unionized workers receive more **generous** family-friendly **benefits** than their nonunionized counterparts.

BCTGM News

Difference?

"This decision puts the special interests of big oil, banks and insurance companies ahead of the interests of the American people, and it risks corrupting our political process."

> Patrick Leahy (D-VT), commenting on the Supreme Court decision in Citizens United v. FEC, which overturned a century old rule limiting corporate influence over the election process.

"Let me be absolutely clear: It's one thing to reward workers for doing their jobs safely, but OSHA will not tolerate programs that discourage workers and managers from reporting injuries and illnesses."

> Jordan Barab, Deputy Assistant Secretary, OSHA, in a speech to the Chamber of Commerce, commenting on employer's use of 'safety incentive' programs that discourage workers from reporting injuries.

"This problem is not going away.

By the time I'm finished speaking tonight, more Americans will have lost their health insurance. Millions will lose it this year. Our deficit will grow. Premiums will go up. Patients will be denied the care they need. Small-business owners will continue to drop coverage altogether. I will not walk away from these Americans, and neither should the people in this chamber."

> President Barack Obama on January 27 in his first State of the Union address.

Notable

"I just think that when you lie about a bill long enough, and this bill's been out there long enough, and the insurance companies can do what they've done to distort so much of what's in the bill, the numbers aren't going to look good."

> Sherrod Brown (D-OH) regarding critics of the Senate health care reform bill.

"A record \$145 billion in executive bonuses for 2009, a year when more than four million Americans lost their jobs, largely because of the actions of these very institutions. That is simply unacceptable."

> AFL-CIO President Rich Trumka, on why the federation supports a bank fee to recoup the government's losses from the 2008 bailout of Wall Street.

"The Democratic Party can no longer run as a managerial and technocratic party. Going populist is now smart politics and good policy."

> The Nation Editor Katrina vanden Heuvel, after Republican Scott Brown beat Democrat Martha Coakley for Teddy Kennedy's vacant Senate seat.

Working without a Contract, **Bakers Take Fight to the Streets**

or decades, BCTGM Local 57 (Columbus, Ohio) members in Zanesville, Ohio have produced the buns that are used in Wendy's restaurants across the United States. Now, after months of fruitless negotiations and the implementation of the company's last unacceptable offer, workers at the two Wendy's bun production bakeries are taking their fight for a fair contract to the public.

BCTGM Local 57 and Wendy's International of Dublin, Ohio had a healthy and constructive relationship for nearly 30 years. That changed after Wendy's merged with Atlanta-based Arby's Group in 2008 and management was overhauled.

In early December 2009, Wendy's New Bakery Co. implemented the terms of a proposed new contract at its bakery in Zanesville, Ohio where 150 members of BCTGM Local 57 work. The union members have been working under the terms of a collective bargaining agreement that expired in March 2009.

The last offer made by the company eliminates the workers' pension, guts their health care

coverage and takes away many of their rights.

Local 57 filed Unfair Labor Practice (ULP) charges with the National Labor Relations Board (NLRB) on December 8 following the company's actions. Additional ULP charges have been filed by the union concerning the plant manager's efforts to intimidate workers through surveillance of union activity, as well as specific efforts by management to circumvent the union by bargaining directly with individual employees.

Negotiators for Wendy's/ Arby's Group are demanding unconscionable concessions that would render the union contract virtually meaningless. Those concessions include:

- The elimination of decent and affordable health care coverage;
- The elimination of the defined benefit pension plan;
- The elimination of seniority rights.

The BCTGM International Union has asked its members throughout the U.S. and Canada to boycott Wendy's/Arby's until the matter is resolved. In a letter to all BCTGM

local unions, BCTGM International President Frank Hurt stated, "Wendy's/Arby's management must know that together, the local unions in our International have the power to significantly affect their business throughout the system and will do so in order to defend our Brothers and Sisters in Zanesville."

The support for the Zanesville bakers continues to spread throughout the labor movement. In early December, Local 57 leaders, members and supporters held an informational picket and rally outside of Wendy's headquarters in Dublin, Ohio. The rally included scores of Ohio trade unionists, including officers and members Ohio State AFL-CIO, the Central Ohio Central Labor Council and the Central Ohio Building and Construction Trades.

At the rally, Ohio State
Representative Dan Stewart
rallied the crowd by saying,
"You remember the old Wendy's
commercials that asked, 'Where's
the beef?' Well, I'll tell you where
the beef is. Wendy's is trying to
take away your health care, they're
trying to take away your pension,
and they're trying to take away your
seniority... I see that as a triple beef
that we have with Wendy's!"

On January 21, BCTGM members and supporters held a second rally outside the Wendy's/Arby's Group Corporate headquarters in Atlanta. In addition to members of Local 57, the event was attended by members of Local 42 (Atlanta), Local 25 (Chatanooga, Tenn.), as well as other affiliated local unions of the Atlanta-North Georgia Labor Council. The





rally was coordinated by International Representative John Price who is leading contract negotiations for the Local 57 members in Zanesville.

"After traveling 620 miles from Zanesville, Ohio to Atlanta, Ga. and seeing so many BCTGM members rallying in the pouring rain on behalf of our cause — I couldn't be more proud to say I am a BCTGM union member and thank you brothers and sisters!" said Local 57 member Greg Fuller, who is the Chief Shop Steward at the Wendy's New Bakery.

TOP: Intl. Rep. John Price (left), L. 42 Asst. Chief Steward Darryl Lane (center) and L. 57 Fin. Secy. Vester Newsome (right) prepare for the rally in support of the Zanesville, Ohio New Bakery workers.

BOTTOM: Local 57 member Greg Fuller is the Chief Steward at the Wendy's New Bakery in Zanesville. Ohio.



Wendy's/Arby's Destroys the Dave Thomas Legacy

or the Kimble family, the changes to the workers' health care benefits have caused extreme hardship—both emotional and financial.

In a heartfelt letter to Wendy's/Arby's Group President and CEO Roland Smith, Local 57 member Roy Kimble—who has worked at the Wendy's Bakery for 25 years—explained how the company's extreme anti-worker stance in contract negotiations has effected him personally.

In 2005, Kimble and his wife adopted Jack. Jack was born with fetal alcohol syndrome, has Downs Syndrome, Autism, and is legally blind. While Jack's medical conditions have improved slightly since he came to live as a foster child with the Kimble's in 2004, he requires various medications and constant medical attention. With the cuts to the worker's health care benefits, this has added financial troubles to the Kimble family as well as the stress of coping with the medical requirements of a special needs child.

Kimble explains that while he was planning to retire and begin a new career helping children, this is no longer possible with the proposed changes to the worker's pension benefits. Not only will he have to "work until I die," Kimble says his home will have to be sold in order for the family to afford the medical expenses for his family.

"With you making over \$5 million a year, you cannot understand what devastation this will have on my family and the other families involved. I ask you to consider the children that this will impact. Taking away from working families to line the pockets of the rich is wrong. I ask you to take the road less traveled and do the right thing—let us keep what we have and help preserve the middle class of America."

The Kimble's, who have four other children, have spent most of their adult lives helping children. The adoption of Jack, even with his severe medical condition, came naturally and lovingly. And while the road has been difficult, the power of love and dedication has seen them through. In a sad irony, the Dave Thomas Foundation for Adoption was established to help families like the Kimble's.

Created by Wendy's founder Dave Thomas, who was adopted as a child, the Foundation "implements results-driven national signature programs, foster care adoption awareness initiatives and research-based advocacy efforts. As the only foundation dedicated exclusively to foster care adoption, we are driven by Dave's simple value: Do what's best for the child."

Additionally, the Foundation promotes an "adoption friendly workplace." According to the Dave Thomas Foundation website, "The Adoption-Friendly Workplace is a signature program of the Dave Thomas Foundation for Adoption that encourages employers to offer adoption benefits and celebrates those who do."

Read Roy Kimble's letter and CEO Smith's response at www.bctgm.org

2010 BCTGM International Constitutional Convention

The 38th Constitutional Convention of the BCTGM will be held at Bally's Las Vegas, July 28–August 3, 2010.

Delegates to the Convention, per Article III, Section 5 of the Constitution, must have been a continuously good-standing, duespaying member of the International Union and Local Union the delegate represents for at least two (2) continuous years next prior to election.

According to the official Convention Call, which will be published in the March/April 2010 *BCTGM NEWS* and mailed to all Local Unions on April 1, 2010, delegate elections are "subject to the provisions of the International Constitution and the Labor Management Reporting and Disclosure Act of 1959 (Landrum-Griffin Law)." Because there will be an election of officers at the Convention, the Landrum-Griffin Act requires that the delegates to the Convention who will be voting for officers must be elected in secret-ballot elections. That means that all local unions must select their delegates by secret-ballot elections either at union meetings or by mail ballot referendum. Notice must be given to the membership of the time and place for nomination and election of delegates. Delegates cannot be elected by voice vote or by show of hands.

Local Union officers are urged to keep the local union up-to-date in its reports and per capita tax payments to the International Union to ensure participation in the BCTGM's 38th Constitutional Convention in 2010.

ATTENTION: APPLICANTS TO THE 2010 BCTGM SCHOLARSHIP PROGRAM

he deadline for applications to the BCTGM 2010 International Scholarship program has passed. All those who submitted an application prior to the January 31 deadline date are reminded to submit the following requirements prior to the March 31 deadline for requirements:

- Personal Profile—completed by the applicant
- ➤ **Academic Report**—completed by the high school (or college, if a member). The report should reflect the first semester grades for the senior year (or more recent academic performance, if a member).
- ► **Essay**—Each applicant is required to write and submit an essay (250-500 words) to demonstrate your ability to organize thoughts and express yourself. Your essay may be **one** of the following:
 - Same essay as the essay requirement from your college application.
 - Same essay as the Union Plus Scholarship application (U.S. applicants only).
 - Essay on "Organized Labor's Contribution to the Welfare of the People of North America."
- SAT or ACT Scores (if applicable)

For more information contact the BCTGM International Scholarship Office at (301) 933-8600.

Local Union Mergers

Since we last published a list of BCTGM Local Union mergers in the July/August 2008 issue of the BCTGM News, the following locals have merged:

- Local 321T (Richmond, Va.) merged with Local 358 (Richmond, Va.) with an effective date of October 1, 2008.
- Local 531 (London, Ky.) merged with Local 280 (Evansville, Ind.) with an effective date of January 1, 2009.
- Local 274T (Farmville, N.C.) merged with Local 270T (Wilson, N.C.) with an effective date of July 1, 2009.
- Local 235 (Springfield, Mo.) merged with Local 218 (Kansas City, Mo.) with an effective date of July 1, 2009.
- Local 1G (Minneapolis, Minn.) merged with Local 22 (Twin Cities, Minn.) with an effective date of September 1, 2009.
- Local 802 (Buffalo, N.Y.) merged with Local 366 (Buffalo, N.Y.) with an effective date of January 1, 2010.
- Local 233T (Danville, Va.) merged with Local 317T (Greensboro, N.C.) with an effective date of March 1, 2010.



If you are a Participant in the Bakery and Confectionery Union and Industry International Pension Fund (the Fund), you must apply for your pension before any benefits can begin. No benefits will be paid for any months before the Fund receives your application. (The only exceptions are for Participants who are over age 70½.)

he specific rule is that you are required to file your pension application before the date when you want your pension benefits to start. For example: If you want to receive pension benefits for the month of July 2010, your pension application must be received by the Fund by June 30. 2010. If it is received after June 30, 2010, your pension effective date cannot be any earlier than August 2010. The actual date when you will receive your first pension check will depend on exactly when the Fund receives your application and how long it takes to process that application.

Even if you were eligible at an earlier date and could have started your pension some time before the Fund receives your application,

you will not receive pension benefits starting as of that earlier date. Pension benefits are not retroactive to the date when you became eligible for them.

The same rule applies when you apply for a Disability Pension. The earliest date that your Disability Pension from the Fund can begin is the month following the Fund's receipt of your pension application, provided you have met all the requirements for a Disability Pension and you have satisfied the Fund's six-month waiting period after the onset of your total and permanent disability. If you want to start a Disability Pension as early as possible, the Fund recommends that you send your pension application to the Fund at the same time you submit your

application for disability benefits to the Social Security Administration. Your disability pension application will remain active for as long as your application for Social Security disability benefits is pending, and your Disability Pension will begin after the Fund receives your Social Security Administration award letter, based on the date that the Social Security Administration found to be the onset of your disability.

Remember: Pension benefits are not paid retroactive to the date when you first became eligible; they will not start until after the Fund has received your application for benefits. If you have any questions about this rule or how it applies to you, you can get more information by calling (301) 468-3742.

Combustible Dust REG MOVES FORWARD

reinvigorated Occupational Safety and Health Administration (OSHA) has moved one step closer to creating a standard for combustible dust, a deadly hazard in many industries—including bakeries, grain mills, and other food processing facilities.

In April 2009, after years of pressure from organized labor, Congressional leaders, and the

scientific community, OSHA announced that it was initiating a comprehensive rulemaking on combustible dust. This

set the stage for a standard to be drafted and enacted.

In October 2009, OSHA issued an Advance Notice of Proposed Rulemaking (APNR) which invited public stakeholders (like unions, companies, victims) to submit comments regarding a combustible dust standard. The BCTGM submitted a joint comment with several other unions in support of a comprehensive standard.

According to BCTGM
International President Frank Hurt, it is yet another example of how elections truly matter. "For years we have been trying to get combustible dust and many other harmful hazards addressed by a stubborn OSHA, but it took a change in the

White House for that to happen," said Hurt. Upon taking office, President Obama named David Michaels head of OSHA and Jordan Barab his deputy. Both are long-time occupational health and safety activists and have vowed to make OSHA relevant again.

Combustible dusts are solids finely ground into fine particles that can cause an explosion when dark when it comes to the dangers posed by combustible dust.

This is also the case in many other general industries. Since 1980, more than 130 workers have been killed and more than 780 injured in combustible dust explosions.

After a series of fatal explosions in 2003, the U.S. Chemical Safety Board (CSB)

undertook an extensive study of dust explosions and in 2006 recommended that OSHA issue a combustible dust standard. OSHA,

"I am not aware of any accumulation of dust problems; however, I have no idea what to look for as I have had no training on this issue."

— BCTGM Local Union leader

suspended in air under certain conditions. After a succession of large, fatal explosions in the grain milling industry in the 1970's and 1980's, OSHA (under pressure from the BCTGM and other constituencies) published a grain handling standard in 1987. The new standard dramatically reduced the number of grain dust explosions.

However, in the baking, snack and confectionery industries, dust accumulation, with the possibility of a combustible dust explosion, remains a problem. Exacerbating this problem is that shop-floor workers are rarely trained on how to identify and deal with dust accumulation, and many managers and supervisors are also in the

under the leadership of a Bushappointee, did nothing.

In response, the BCTGM along with the Steelworkers, UFCW, Teamsters, Chemical Workers, CTW and the AFL-CIO, petitioned OSHA to set a combustible dust standard. When OSHA ignored that petition, the House of Representatives passed legislation that would have forced OSHA to enact a combustible dust standard.

U.S. Rep. George Miller (D-Calif.), who introduced the bill with John Barrow, reflected on the passage of the legislation saying, "Congress is taking the first step toward doing what OSHA should have done years ago."

CANADIAN

Canada's Unemployment
OTTAWA - When the federal
government introduces a new
budget in March, it must make the

OTTAWA – When the federal government introduces a new budget in March, it must make the creation of good jobs a priority, says Ken Georgetti, president of the Canadian Labour Congress (CLC).

Georgetti was commenting on the release by Statistics Canada of labour force figures for December 2009. The unemployment rate remains at 8.5 percent and 1.57 million Canadian men and women are out of work. "Workers have had a dismal year and we're not out of the woods yet," he says.

Georgetti says that both the number and quality of jobs available are big issues for workers. "The income of most Canadian workers has dropped in the past decade, even while corporate executives saw their pay outpace inflation by seventy percent. Too many other Canadians are surviving on poorly paid and part-time jobs. The middle class is taking a beating and we have to turn that around."

Georgetti says that younger workers have been especially hard hit. Youth unemployment remains at 16.1 percent. "The United Nations has declared 2010 as the International Year of Youth, but in Canada we are failing those young people. The federal government has to do something to help out here and they can begin with the budget in March," concludes Georgetti.



Analysis from CLC Senior Economist Sylvain Schetagne:

Those who began to celebrate signs of a fast recovery of the labour market at the end of 2009 may be feeling a kind of hangover today. No jobs were created in December 2009. The level of employment was down by 2,600 between November and December. The numbers of employees declined by 17,800—while the number of self-employed workers (a less secure form of employment) increased by 15,200 during the same period. In December 2009, employment was down significantly for women in the 25 to 54 age group (-23,900), in the public sector overall (-22,100), and in public administration (-21,600). The number of unemployed is at 1,567,800, which is 36.5 percent higher than it was in October 2008.

Since that month, 341,900 full-time jobs have been lost by working Canadians. Half of these layoffs occurred for those in the 15 to 24 age group. They lost 170,400 out of the 341,900 full-time jobs lost since October 2008. The unemployment rate among 15 to 24 year-olds went from 12.2 percent to 16.1 percent between October 2008 and December 2009, leaving 458,400 Canadians aged 15-24 unemployed last month.

LOCAL 7/

Meals On Wheels ▶

On Dec. 23, BCTGM L. 282G (Heyburn, Idaho) brought Christmas cheer to senior citizens in their community.

The local donated \$1,040 to the Meals On Wheels program operated by the Rupert, Idaho Senior Center.

Pictured here on Dec. 23, is L. 282G Fin. Secy. Wes Lindsay (left) presenting the local union's donation to Linda Reyes, a representative for the center. Meals On Wheels programs provide nutritious food, warm conversation and regular safety checks to hungry seniors in communities all over the country.



JABISCO

▼ 50 Proud Years

BCTGM L. 364 (Portland, Ore.) member and Nabisco worker Larry Summerhill recently celebrated 50 years of union membership. Pictured here outside the Portland Nabisco plant is Intl. Rep. Eric Anderson (left) 50-year member Summerhill (center) and L. 364 Secy-Treas. Victor Weekes (right).

Dedicated Calif. Bakers

At the Bimbo Bakeries USA plant in Escondido, Calif., long baking careers and years of loyal union membership are something to be proud of. The L. 315 (San Diego) members pictured here all recently received certificates and pins recognizing their years of union membership.

Proudly displaying their 25 year certificates and pins is (from left to right) Jose Mena, Danny Collins, Steve Collins, Julio Miranda, Blas Garcia, David Duran, Sammy Diaz and Pedro Reyes.

Frank Barney (left) and Daniel Andrade (right) show off their 25-year certificates while Leon Villarreal (center) celebrates his 40-year award.

From left to right, Joseph Pena, Armando Zertuche and Armando Villarreal pose with their 25-year awards.









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- Additional savings for online orders (\$1.00 off service and transmission fee).
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- ♣ The Union Plus Flower Delivery Service provider, Teleflora, is committed to a 100% local florist delivered model with no drop shipments for flowers & gifts ordered online or by phone.
- Provides hand-delivered flower arrangements, baskets, and gifts through local florists rather than flowers delivered in a box by express mail.
- ♣ Teleflora's network of U.S. local florists is significantly larger than the largest competitor.
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Voices in Unity— STRENGTH in Solidarity

BCTGM 38th Constitutional Convention Bally's Las Vegas

July 28 – August 3, 2010

Convention Eligibility Requirements, Page 10